

CC 12/7/18
BT 12/7/18

President's At Risk Pay
Metrics
2018-2019

BOARD APPROVED
DECEMBER 7, 2018
JANICE INDRUTZ
CORPORATE SECRETARY

<u>Category</u>	<u>Objective</u>	<u>Weights</u>	<u>Goals</u>		
			<u>Threshold</u>	<u>Target</u>	<u>Stretch</u>
Student Affordability (20%)	Average debt of undergraduates	8%	\$ 3,800	\$ 3,600	\$ 3,400
	Cost of attendance	8%	\$24,500	\$23,032	\$22,000
	Time to degree (undergraduates)	4%	4.09 yrs	4.06 yrs	4.04 yrs
Student Success (25%)	4 year graduation rate	8%	58.0%	60.5%	63.0%
	6 year graduation rate	5%	80.0%	81.5%	83.0%
	Freshman/Sophomore Retention Rate	5%	90.8%	92.0%	92.8%
	Do More in Four + Development	7%		Y/N	
Fundraising (30%)	Increase net production	12%	\$387M	\$412M	\$437M
	Increase cash net production	6%	\$175M	\$180M	\$185M
	Increase number of donors	6%	88K	90K	92K
	Increase student support	6%	\$92M	\$96M	\$100M
Operations (25%)	Research productivity	8%	\$640M	\$670M	\$705M
	Global student enrollment 6.30.19	5%	28,000	31,000	34,000
	Significant achievement in key initiatives	12%		Y/N	